**Equity Diversity and Inclusion Operating Objectives**

**Mission**: To facilitate equity of opportunity across the PML Group through our inclusive culture, policies and awareness among employees, students and the board.

**Vision**: Employees and students will feel that PML is an inclusive place where all individuals have equity of opportunity and feel able to bring their true selves to work or study in a safe, supportive environment that is free from discriminatory or exclusive practices.

Longer term, data will show that traditionally under-represented groups are able to progress and succeed within PML through processes free from bias into junior and senior management positions across the organisation.

**Note:** Strategic objectives which relate specifically to the Boards, and their sub-committees, will be determined by the Board/s, and their implementation undertaken by the Board/s supported by the Company Secretary.

**Date of review and update**:

**Date of next review**:

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|  | **Strategic Objective** | **Agreed outcome** | **Alignment to PML Strategy** | **Required resources** | **Start/end date** | **Responsible lead and other participants** | **Progress towards delivery** | **RAG** |
| **EDI 1** | **Develop and promote an appropriate supportive culture across the organisation for all.** | Benchmarking with a culture survey informed by external expertise, Advance HE and other EDI experts to gauge the perception of PML as an inclusive employer and place to study, enabling actions to be developed around gaps identified.  Develop an action plan which identifies, addresses and supports the specific needs of neurodivergent employees and students to access development and career opportunities within current processes e.g., Performance and Development Review (PDR), Merit Promotion, Individual Merit Awards, communications materials. Note - Neurodivergent includes hidden disabilities such as autism, ADHD, dyslexia, dyspraxia. | Social Responsibility:  Provide a positive working environment promoting equality, diversity and inclusion across the organization where individual talent is recognised and developed and opportunities to succeed are accessible and based on merit. | Investors in Diversity £6,000 every two years  20 TAR days  Review & agree survey, talk to consultants, interpreting results, coms, | November2022  Action plan with KPIs developed for August 2023  Achieve IiD by December 2023 | Chief Executive supported by EDI committee. | Investors in Diversity survey to be launched in January 2023 | A |
| **EDI 2** | **Educate the PML Group community and raise awareness in all areas relating to EDI to ensure that our commitment to EDI is understood by all (the communication piece)** | Develop an EDI communications plan, detailing objectives for raising awareness and engaging employees and students to achieve the cultural change required. | Social Responsibility | Time allocation for EDI committee and individuals to complete training.  HR to purchase 250 Ihasco licences | November 2022 | Chief Executivesupported by HR and MarComms Representative on committee | Marcom rep joined EDI committee, assisting with the communications strategy.  Reference made to EDI committee and objectives at the all staff meeting 6 Sept 2022 | A |
| **EDI 3** | **Continued improvement of gender equality following up previously agreed actions from Athena Swan** | Continue to progress actions outlined within the Athena SWAN Action Plan | Social Responsibility, Business Excellence, Science & Impact | Time allocation for EDI committee members and HR | Jan 2023 | EDI Committee HR for data  SMT | Information will be collated, delayed because of HR Pearl implementation impacting team workload and reporting information. | R |
| **EDI 4** | **Develop, improve and implement our employment policies and guidance to ensure they reflect best EDI practice rather than compliance** | Review and update policies and practices to ensure they incorporate best practice, going beyond legislative compliance.  Develop a Transgender at Work Policy that includes advice and guidance to support potential and current transgender employees and students.  Coordinate with Health and Safety colleagues to review and update guidance for LGBT+ employees who travel to intolerant countries, drawing attention to existing FCO LGBT+ guidance | Social Responsibility:  Valuing people’s contributions, and celebrating successes across the whole organization | Time allocation for EDI committee to review and HR | Sept 2022  Board to sign off EDI & Dignity & Respect March meeting  to  Sept 2024 | Head of HR, supported by EDI Committee | Reviewed and updated EDI Policy and Dignity and Respect Policy, shared with SMT, plan to engage employees for feedback.  Ensure pay policy review includes EDI considerations | G |
| **EDI 5** | **Reducing bias in decision making** **to** **recruit and support the development of a diverse range of people (employees and students) across our organisation** | A review of recruitment policy and practices for staff and students through an EDI lens identifying potential bias and implementing ways of reducing bias in our recruitment processes to achieve increased diversity of suitably qualified applicants in all protected categories and hence Increased diversity of employees. | Social Responsibility:  Provide a positive working environment promoting equality, diversity and inclusion across the organization where individual talent is recognised and developed and opportunities to succeed are accessible and based on merit. | Time allocation for EDI committee and HR | Oct 2022  Jan 2023 (recruitment) | Resp. Head of HR & SMT | HR review of recruitment policy as part of implementation of Irecruit  SuMMeR PhD recruitment just hired a consultant to review recruitment, received report back from them.  Your D and I recruitment strategy report for SuMMeR CDT | A |